PREVENTION OF SEXUAL HARASSMENT (POSH)

EORC

Overview

- MCO 1000.9
- Definitions
- Elements
- Behavior
- UCMJ & sexual harassment
- Action
- IRS or formal complaints

MCO 1000.9

- **Mission readiness**
- **Devalues the individual & unit cohesion**
- **Honor, Courage & Commitment**
- **Treat with dignity and respect**

Clear Violation of Standards

- **Commit sexual harassment**
- **Condone or ignore sexual harassment**
- **Take reprisal action**
- **Knowingly making a false accusation**

Definitions

- **Sexual harassment**
- **Hostile work environment**
- **Quid Pro Quo**
- **Reasonable person standard**
- **Reprisal**

Elements of Sexual Harassment

- **Unwelcome**
- **Sexual in nature**
- **Creates a hostile work environment**

Behaviors

- Acceptable
- Inappropriate
- Always Unacceptable

Acceptable

- Handshake
- Military appearance
- Polite compliment
- Friendly pat on the back

Inappropriate

- Cat calling
- Lewd or sexual comments
- Unsolicited written comments
- Leering
- Lingering touch / touching
- Sex jokes

Always Unacceptable

- Sexual favors = rewards
- Explicit pictures
- Stalking
- Obscene letters
- Explicit sexual conversations

UCMJ

- Art 92 Failure to obey an order
- Art 117 Provoking speech and gestures
- Art 127 Extortion (Quid Pro Quo)
- Art 134 Indecent acts / language

- Art 107 False official statements
- Art 134 False swearing

Informal Resolution System

- Resolve at lowest level
- Confront the offender
  - Person / writing / 3rd party
- Document what is said
- Encouraged not required

Responsible Leaders:

Know your Marines and look out for their welfare

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